

# The role of gender in crisis management and peacekeeping

Himanen, Paula

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## The role of gender in crisis management and peacekeeping

Paula Himanen  
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Paula Himanen

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This thesis was written as part of GAP (Gaming for Peace) project, which aims to identify the soft skills needed in multicultural EU missions and based on identified training needs to create an online role playing game where these skills can be trained. The thesis researched the role of gender in crisis management. Thesis project was executed during Spring 2017.

The main objective of this thesis was to find out how gender matters for better or worse in crisis management. In addition, the purpose was to discover how different experiences of women and men could be beneficial in improving the efficiency of the whole mission.

The thesis was implemented as a qualitative study. A literature review on peacekeeping, civilian crisis management and gender was made in the first phase. Previous studies showed that equality and gender issues in missions have been an interest of research especially after the Resolution 1325 "Women, Peace and Security" was implemented in 2000. Fewer research has been conducted on how gender affects the success of missions.

The primary data for this thesis was collected via analysing the information received from the interviews made by the research group of GAP. The amount of interviews used for this thesis was ten. The people interviewed consisted of women and men who had been in peacekeeping mission or/and in civilian crisis management mission. The interviewees are referred in pseudonyms in this thesis. The results are presented in chronological line and thus a roadmap framework was used to organize and analyze the data.

This thesis results focus most on current situation in missions. The main findings from the study showed that gender awareness can promote for example a more successful mission. Most of the people interviewed thought that gender shouldn't be an issue but a way to benefit the missions. Finland is doing relatively well in gender issues, compared to many other seconding countries. Still, for example in peacekeeping, the number of women is low. More training on gender issues is needed and attitudes towards gender should be changed into more positive. Further studies on the topic could include researching the role of local women in promoting more sustainable peace.

Keywords: Peacekeeping, civilian crisis management, gender, Resolution 1325

Paula Himanen

### Sukupuolen merkitys kriisinhallinnassa ja rauhanturvaamisessa

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Tämä opinnäytetyö kirjoitettiin osana GAP projektia (Gaming for Peace), jonka tarkoituksena on tunnistaa pehmeitä taitoja, joita tarvitaan Euroopan Unionin missioilla. Tunnistettujen koulutus/harjoittelu tarpeiden perusteella on tarkoitus luoda online roolipeli, jossa näitä taitoja voidaan harjoitella. Tämä opinnäytetyö tutki sukupuolen merkitystä kriisinhallinnassa. Opinnäytetyö projekti toteutettiin keväällä 2017.

Opinnäytetyön päätarkoitus oli selvittää miten sukupuoli vaikuttaa kriisinhallinnassa. Lisäksi, tarkoituksena oli saada selville miten naisten ja miesten eri kokemukset voisivat olla hyödyllisiä koko mission tehokkuuden parantamisessa. Opinnäytetyö tehtiin kvalitatiivisena tutkimuksena. Ensimmäisessä vaiheessa tehtiin kirjallisuuskatsaus rauhanturvaamisesta, siviilikriisinhallinnasta ja sukupuolesta. Aiemmat tutkimukset osoittivat, että tasa-arvo ja sukupuoli asiat missioilla ovat olleet tutkimuksen kiinnostuksen kohteena, erityisesti sen jälkeen, kun Päätöslauselma 1325 ”Naiset, rauha ja turvallisuus” julkaistiin vuonna 2000. Sukupuolen vaikutusta missioiden onnistumiseen on puolestaan tutkittu vähemmän.

Ensisijainen data opinnäytetyötä varten kerättiin analysoimalla GAP tutkimusryhmän tekemien haastatteluiden tietoja. Tähän opinnäytetyöhön käytettyjen haastattelujen määrä on kymmenen. Haastateltaviin henkilöihin kuului naisia ja miehiä, jotka olivat olleet rauhanturvaamis tai/ ja siviilikriisinhallinta missiolla. Haastateltuihin henkilöihin viitataan tässä opinnäytetyössä salanimillä. Tulokset esitetään lineaarisessa aikajärjestyksessä, joten roadmap konseptia hyödynnettiin datan järjestelyssä ja analysoinnissa.

Opinnäytetyön tulokset keskittyvät pääosin tämän hetkiseen tilanteeseen missioilla. Päähavainnot tutkimuksessa osoittivat, että sukupuolen huomioon ottaminen voi edistää esimerkiksi mission onnistumista. Suurin osa haastatteluista oli sitä mieltä, että sukupuolesta ei pitäisi tehdä suurta numeroa, vaan sitä käytettäisiin mission hyväksi. Verrattuna moniin muihin maihin, Suomi on onnistunut parantamaan sukupuolta koskevia asioita suhteellisen hyvin. Silti esimerkiksi naisten määrä rauhanturvaus operaatioilla on pieni. Sukupuoli asioiden koulutuksen lisäämiselle on tarvetta ja asenteet sukupuolta kohtaan tulisi muuttaa positiivisemmiksi. Tulevat tutkimukset aiheeseen liittyen voisivat koskea paikallisten naisten merkitystä kestävä rauhan edistämässä.

Avainsanat: Rauhanturvaaminen, siviilikriisinhallinta, sukupuoli, Päätöslauselma 1325

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## 1 Introduction

The United Nations Security Council adopted Resolution 1325 “Women, Peace and Security” (UNSCR 1325) in October 2000. The Resolution can be divided into three main points: Prevention, participation and protection (Barnes 2010, 19-20). First, is the important role of women in the prevention and resolution of conflicts and peace-building processes. Second point stresses the importance of women’s participation in promoting peace. Lastly, the responsibility to protect women and girls against sexual harassment and violence is emphasized. (Osagi 2017)

Since the implementation of the Resolution there has been growing interest in women’s role in conflict areas. The resolution 1325, and the following related eight resolutions, and their effects in practice have been investigated, with special interest in number of women. For example, Porter’s & Mundkur (2012, 1) analyze the positive effects of implementing resolution 1325.

However, based on the literature review, little information on the roles of women and men in missions exists. Related to roles of women and men is gender-based discrimination. The survey results of Crisis Management Center’s (CMC) two research projects on Finnish civilian crisis management experts who have been deployed to CSDP (Common Security and Defence Policy) missions between 2007 and 2011 show that the experiences of discrimination vary a lot between men and women. For example men’s experiences of discrimination were mainly related to women being favored over men in the selection process. The discrimination women addressed had more various instances such as mental harassment and sexual violence. Gender-based discrimination is only one of the reasons why women’s participation in the missions is lower. (Mäki-Rahkola & Suhonen 2014, 9- 18) The benefits of having both men and women are also less researched and thus this thesis tries to find out how gender could be benefitted more in the missions. This thesis tries to focus generally on gender issues, not emphasizing only women or men.

The first research question of the thesis is: 1. How gender matters in crisis management? Different aspects of female and male perspectives are investigated and analysed in this research. The study also seeks to understand the relation between respecting crisis areas culture and bringing the western gender culture. The second research question relates to the first one: 2. How different experiences of women and men could be beneficial in improving the efficiency of the whole mission? In other words, could gender awareness promote for example a more sustainable peace.

The research topic is current as it is still discussed in the news and recent studies. Satu Lassi-la stated in Helsingin Sanomat that: "Equality should be enhanced in humanitarian work" (23.1.2017). In the article she states that not only gender culture in crisis areas like Syria should be improved but also gender culture of humanitarian organizations need changes. This applies also to military forces. Davies (2017, 25) also emphasizes the importance of gender equality: "I do not regard gender equality in security as a favor to women but rather as practical value that would certainly benefit the security profession". This research tries to seek the practical value of gender in crisis management.

This thesis is a part of an international project GAP (Gaming for Peace), which is funded by the European Union's Horizon 2020 research and innovation programme. The countries taking part in this project are: Finland, Bulgaria, Poland, Ukraine, Northern Ireland and Portugal. Laurea University of Applied Sciences is one of the associates in this project. The primary aims of GAP are twofold: to identify the soft skills needed in multicultural EU missions and based on identified training needs to create an online role playing game where these skills can be trained. The game is developed for military, police and civilian personnel who are or will be engaged in conflict prevention and peacebuilding missions (CPPB). It will be used in training three different areas: 1. Soft skills, such as negotiation and communication. 2. Empathic understanding of other people and roles. 3. Gender awareness. (GAP-Gaming for Peace 2017) The goal is that the results of this study could be used in creation of the online role playing game.

## 2 Background

The next part will define the scope of the thesis. After that the key concepts, which are civilian crisis management, peacekeeping, gender and conflict, are discussed. At the last part few previous studies, which are relevant to this thesis, are presented.

The thesis topic: "The role of gender in crisis management and peacekeeping?" is wide as such and therefore a certain scope must be used. The scope of the project is to focus on civilian crisis management and peacekeeping missions executed by Finland. Concept gender is narrowed down in this thesis to mean only male/female aspect. The following paragraphs discuss on the central concepts of this thesis.

According to Ministry of the Interior (2017): "The aim of civilian crisis management is to build stability in conflict areas by supporting key government activities in these areas through civilian means." Different experts, such as police and- customs officers, counselors, border guards, and human right developers, are sent to crisis areas to support the local institutions and authorities. The security in both Finland and other European countries can be improved by preventing the conflicts and crises from evolving into war and, thus decreasing the amount

of uncontrolled migration, terrorism and the the spread of international crime. (Ministry of the interior 2017)

In contrast to civilian crisis management missions, in peacekeeping, military forces are sent to crisis area. Besides military actions also soft skills are used like in civilian crisis management. Soft skills include various skills, such as being a good communicator, team player, social and critical thinker. The military actions are mainly excluded in this thesis because they are not relevant to the topic. Some military actions are included because they relate to the situation of gender in peacekeeping. The relation of soft skills and the gender issue in civilian crisis management and peacekeeping is one of the core themes of this study.

## 2.1 Gender

Gender is one of the core concepts of the thesis as it relates to civilian crisis management and peacekeeping. Gender is a wide concept which includes not only women/men aspect but also old people, sexual minorities and disabled people. This thesis focuses on the roles of women and men in crisis mangement and peacekeeping and thus when talking about the gender issues other themes are excluded.

Gender equality means a state where everyone has same rights, status and opportunities regardless of gender (Dictionary 2017). It is one of the European Union´s founding values. Gender issues are discussed regularly in everyday lives. Therefore, gender equality is an issue both in the missions and in normal everyday life. (European Comission 2017)

The gender issue does not only affect women, it is an issue for both genders even though it is often seen as womens issue. International organizations, such as the United Nations (UN), have realised the need for both genders in crisis management and set different resolutions to improve the situation of women. For example United Nations Security Council Resolution 1325 “Women, Peace and Security” aims to protect women and girls in armed incidents and conflicts. One of it´s goals is to include women equally on peace negotiations and rebuilding. So far there have been eight resolutions related to Women, Peace, and Security thematics. Four of them focus on sexual violence in conflicts. The latest resolution was accepted in 2015, fifteen years after the acceptance of resolution 1325. It emphasized the importance of women leadership and participation in for example prevention of extremist movements. (Päätöslauselmat 2015)

In 2012, a report started by the initiative of Oxfam was published. It was about the actors in the “1325-field” in Afghanistan. Both national women society and international community have established 1325-projects. Despite these projects the report showed discrimination to-



wards women, for example the interest of international donors still focused more on the protection of women rather than the reinforcement of their participation. Therefore the goals of resolution 1325 were not fully implemented since the protection of women does not include them as part of the peace negotiations and peace building process but rather want's to put them for example into women's shelter (Nieminen-Mäkynen 2012, 195, 198).

The topic has been current for a long time and it rouses different opinions varying from feminism to those who think women should not attend the missions at all. One opinion is that gender doesn't matter as long as the person possesses the required skills for the mission. The purpose is to discuss the topic objectively, not taking the side of women or men or any other group.

#### 2.1.1 Gender in civilian crisis management

The effort to increase the amount of women in civilian crisis management is global. One of the recent examples is made by the UN in co-operation with governments, businesses and civil society. In 2015, countries adopted the Sustainable Development Agenda (by 2030). One of it's goals is to achieve gender equality and empower all women and girls. ( Sustainable development goals 2017).

Finland pursues to send approximately 150 experts to civilian crisis management operations yearly, thus Finland is one of the biggest contributors of experts in EU civilian crisis management missions (in relation to the population). Recently Finnish experts have been in countries such as Afghanistan, Kosovo and Georgia. Now the focus is on Ukraine. The UN's resolution 1325 and subsequent resolutions are strived to be used in every Finnish civilian crisis management mission. The gender distribution is not equal but close to it as the amount of women in the missions is around 40%. (Ministry of the Interior 2017)

The Crisis Management Centre Finland (CMC Finland) is a center of expertise in civilian crisis management and civil protection. It is liable to the Ministry of Interior. One of the main tasks of CMC is to train experts for international civilian crisis management operations and civil protection missions. (CMCFinland. 2017) Gender training is an important part of CMC's training, but rather a separate issue.

The year book of CMC (2014) states that only around one third of the applicants were women, but they were selected more often than men. CMC has been able to increase the amount of seconded female experts, but maybe even more important would be to improve the role and significance of women in the missions.

### 2.1.2 Gender in peacekeeping

Finland is part of many United Nations (UN) operations and the amount of women in 2014 was 3% (military person) while in 1993 it was only 1%. That said it can be stated that even though the women's participation has increased during the years, the amount of women is still minor. The responsibility to recruit more women lies with the individual countries like Finland. (United Nations Peacekeeping 2017)

In Finland, the number of women in military work is remarkably smaller than the amount of men. The personnel statement of Finnish Defence Forces shows that the amount of women employed in Finnish Defence forces was 18,1% in 2015. The number also includes civilians, which account for more than half of the women working in Defence Forces. In the example the amount of women officers was only 2,2%. Also the amount of women who have done military service is relatively small. These statistics are in straight correlation with the possible amount of women who can apply to peacekeeping missions, since in most of the cases military service is complementary. Thus there is only a limited amount of women who can apply to peacekeeping missions and obviously not everyone who meets the requirements is willing to go. (Puolustusvoimat 2015)

## 2.2 Conflict

The concept conflict should also be defined since it is related to both civil crisis management and peacekeeping. Conflict has various definitions and it can be understood differently. According to Mitchell's model conflict consists of three parts which interact with each other: attitudes, behaviour and situation. Conflict requires two or more parties, who want different things or they strive to acquire the same scarce resources at the same moment of time. (Swanström, N & Weissmann, M 2005, 8,9)

The life cycle(s) of a conflict is essential to understand in order to know how, where and when to apply civilian crisis management and peacekeeping. Conflict can be divided into five levels of intensity: Stable peace, unstable peace, open conflict, crisis and war. The conflict cycle is seen below in figure 1. From the picture it can be seen that crisis management and peacekeeping are both utilized during the crisis stage. It shows that crisis management would be used before the conflict has escalated into war and peacekeeping when the war has escalated back into crisis. In reality the situation is more complex than what is shown in the conflict cycle curve. Each conflict includes various sub-conflicts and these sub-conflicts are most likely in different phases of the conflict cycle. Therefore different measures are needed for these sub-conflicts. As result, there is not usually only one correct method for certain conflict. They should be used simultaneously. One exception is war, when the main method used is military actions. (Swanström, N & Weissmann, M 2005, 11, 17)

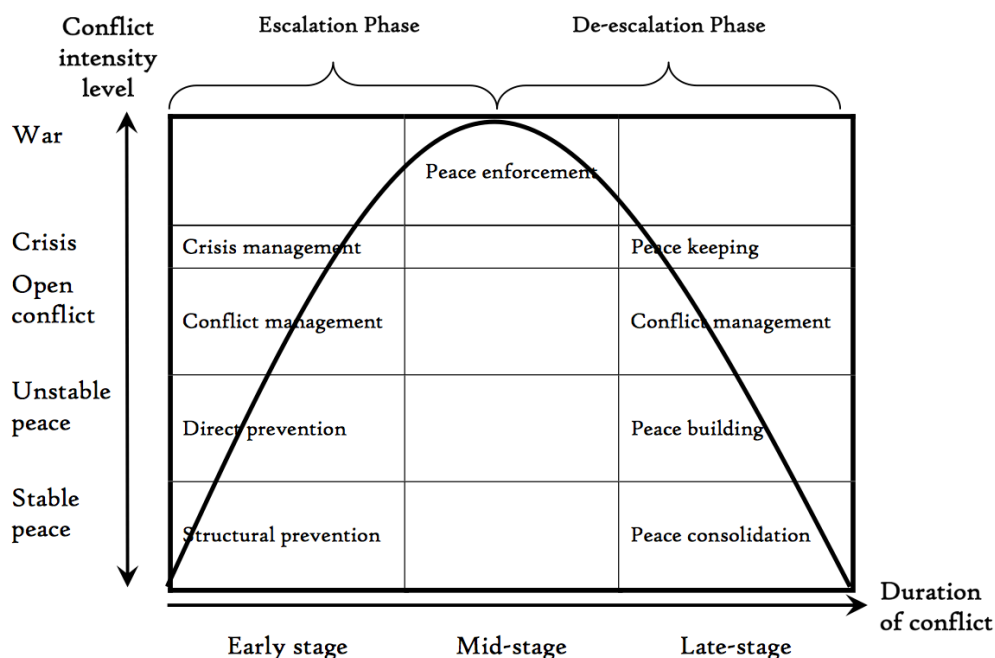


Figure 1: Swanström & Weissmann 2005, 11.

### 2.3 Previous studies

This section introduces two of the main previous studies that are compared to this thesis and the results. These studies were chosen because their context is closest to the topic studied in this research. The studies were published in 2014 and 2017 so they are both new and contain up-to date information. Both of the studies suggests that gender matters in regular life as well as in missions. The participation of women in peacekeeping and civilian crisis management missions has been researched especially after UN's resolution 1325 in year 2000.

A study by A. Mäki-Rahkola "The Women, Peace and Security Agenda in 2014" is one of the studies with similarities to this thesis' topics. Even though it's focus is on the Resolutions and their effects, it has many same themes as this study. It discusses on Finland's and women's attendance in missions and how things should be improved. The study also mentions that not only women but both genders need to be considered in the missions. Focusing on gender instead of only women is one of the core issues in this thesis also.

One of Mäki-Rahkola's topic in her study is how Resolution 1325 and it's predecessors have been implemented in practice. She writes about how UN among other advocates is not following it's own rules. For example, UN's missions haven't had many women in high level positions even though that is one of the goals of the Resolutions. The same theme came up also in interviews and thus it is beneficial to compare these results.

S, Davies “Women in the security profession” is a book published in 2017. It gives up to date information on the situation of women in security professions. It is valuable for this thesis because the information is comparable to the results of the interviews. The book discusses on gender equality which is one of the themes in this thesis. “ I do not regard gender equality in security as a favor to women but rather as practical value that would certainly benefit the security profession. “ (Davies, S 2017, 25). Even though the book is about women, it discusses also the field of security in general. Gender biases don’t occur only in the missions but also in regular jobs. Thus these elements can be compared with each other, i.e. How discrimination differs in daily jobs versus discrimination in missions. The results of this thesis are presented in chronological line and thus S, Davies book gives good comparison since it discusses not only the present situation but also past and future.

### 3 Methods

This section introduces how the data is collected for the thesis. This thesis is empirical based on data collected from GAP interviews. In the first phase, the data are gathered through literature and articles. This is done to get general information on the topic and later on to see the similarities and differences with data received from the second phase. In the second phase, data received from GAP interviews are analysed.

A qualitative research method is suitable for this thesis because the purpose is to describe real life in civilian crisis management- and peacekeeping missions. Reality is diverse, and profound information is needed to be able to answer the research questions. A comprehensive approach is used to figure out the roles of men and women in crisis management. In this thesis, as in qualitative research in general, the objective is to find or reveal the facts rather than verify existing theories. (Hirsjärvi, Remes & Sajavaara 2009, 161)

The amount of research material is difficult to define in quantitative and qualitative research. There is no written rule on what is a suitable or correct amount for either of them. Usually it’s a question of time, money and resources. In this research, no money is used and therefore only limitations are time and resources. The objective of qualitative research is to understand the research subject and therefore the amount of research material can consist of only one research subject and on the other hand there is no upper limit for the amount. In this study the research material consist of ten interviews, five men and five women. Having more than only one or two interviews in the research gives the possibility to have a more comprehensive look on the topic. It is also necessary to get information from both sexes and from civilian crisis management and- peacekeeping missions. Different aspects needs to be taken into consideration and having only one person interviewed wouldn’t cover the whole area. Interviewing more than ten people would make the research material too big and since

the idea is to understand the topic better and not to find any statistical order, it is sufficient for this study. Resources have been also taken into consideration when defining the amount of research material. There is only one person doing the research and the time frame is limited and thus the number of interviews can't be too large. (Hirsjärvi et al. 2009, 179-182.)

### 3.1 Methods of collecting literature

Relevant information of literature for the thesis is collected in order to be able to answer the research question. Various sources, such as books, thesis', articles and organizations' web pages are used in order to get a comprehensive look on the topic. The most common databases used for this thesis include ProQuest, Laurea Finna and Google Scholar. The books used for this thesis are recommendations from teachers and findings from Laurea's libraries. At first, information is searched separately on gender and crisis management. Understanding the overall situation is important for understanding the situation in specific areas. In second phase information that has been written on gender and crisis management together is searched. Certain keywords, such as civilian crisis management, peacekeeping, gender and resolution 1325, are used to find the relevant information. Key words were used both in Finnish and English to extend the amount of results.

The literature review concentrates on relevant information concerning the thesis topic and excludes everything else. The purpose of literature review is to present how the topic has been investigated before and how it is related to the topic that is studied. Equality issues are widely discussed in all around the world, but still more research is needed. The literature review gives the research space for the topic and shows which topic is less covered. (Hirsjärvi et al. 2009, 111) The thesis tries to find answers to question of the roles of women and men in the missions, because it has not been researched widely. Critical reading is needed to find the most reliable sources and to be able to exclude the irrelevances. In my thesis topic, this means for example considering whether some opinions of individuals are commonly acknowledged or only their personal feelings.

The gathering of data for literature review is divided into two categories: electric sources and printed sources. The data used for this thesis is mainly from sources which are not over five years old. Some older sources such as books are used because they provide information that is still relevant.

Electronic sources refer to information that is stored online. ProQuest and Laurea Finna are one of the main electric databases used for this thesis. The search words consist of words such as civilian crisis management, peacekeeping, women and crisis. The benefit of electric

sources is that they can provide current and new information and the information is easy to access.

The amount of written sources is smaller than the amount of electric ones because many of the books and articles are in online format nowadays. The books and articles that have been written more than five years ago might include already outdated information since the field of civilian crisis management and peacekeeping changes quickly. The written sources used include data that mainly stays the same, for example data on research methods. Some newer books are also used since they give current and relevant data. Some of the latest newspaper articles are also viewed to get a look of the current situation through the media's eyes.

### 3.2 Data collection

The second phase is performed as collecting and analysing information received in structured interviews made by the research group of GAP. The form and order of the questions are defined beforehand. (Hirsjärvi et al. 2009, 208) The GAP project has three different questionnaires because the questions vary a bit between civilian personnel, police officers and military personnel. Questionnaire for police officers is excluded from this thesis because the focus is on civilian crisis management and peacekeeping. The questionnaires are divided into six sub-topics, which are: cooperation/trust, interaction/communication, cultural sensitivity, gender, sexuality and risk/stress. The most relevant sub-topic, in addition to background information, for this thesis is gender part. It includes questions such as the benefits and disadvantages of gender and how gender equality could be improved. The gender parts of the questionnaires can be found in the appendix 1. Gender issues are related to many of the other sub-topics as well and therefore these questionnaires were found suitable for this thesis.

The target group for the interviews are women and men who have been either in civilian crisis management or/and peacekeeping missions deployed from Finland. There is no certain area or time for these missions to have been established. The data in this thesis consists of ten people's interview results. The interviews used for this thesis are conducted by a security management senior lecturer at Laurea, a senior R&D manager at Laurea and a project manager at Laurea. The people interviewed are chosen by project GAP. All the participants volunteered to attend the interviews. The interviews are made anonymously. The interviews used for this thesis included ten people, who are referred in this thesis as follows: F1, F2, F3, F4, F5, M1, M2, M3, M4 & M5. Alias starting with a letter F refers to female participants and M letter refers to male participants.

I was allowed to attend the interviews and make notes for my thesis. After the interviews were conducted, I was able to go through the transcriptions of the interviews and decide which were most suitable for my thesis topic. The research group of GAP, me and other pro-

ject workers made the transcriptions. Based on pre-reading of transcriptions, I chose the ten interviews used for this thesis.

Since all of the participants volunteered for the interviews it can be stated that they are interested in the topic and therefore it can be assumed that they give reliable answers. Another fact to build the trust is the anonymity. People can talk freely since their names will not be mentioned in the end-results.

The interviews are conducted at the person's workplace or at Laurea Leppävaara Campus. The average time of the interviews is one and half hour. The interviews are recorded on a computer and later on transcribed. Recording the interviews makes it possible for the interviewer to focus more on the interviewee. The transcription of the text facilitates the analysing process, since it allows the researcher to go back and forth to the details given in the interview. (Ojasalo, Moilanen & Ritalahti 2014, 107)

Interviews as data collection method has good and bad sides, like every other method. One of the reasons I chose to analyze the interview data collected by the GAP project, is that it provides profound information on the topic. The interviewee can express their opinion regarding the question freely and if some answer is unclear a clarification can be asked. In comparison, if survey was used there would be no possibility to go back to the topic. Another reason why survey was excluded as method is that there is no guarantee of receiving enough answers for the research. When using interviews as a method the researcher can also contact the person interviewed even after the interview and ask for additional information. The people chosen for the interviews are picked carefully and thus it can be assumed that information is valid and reliable. (Hirsjärvi et al. 2009, 205)

The reliability of the interviews may be affected because the interviewee wants to give socially desirable answers. In this case the interviewee can for example want to describe themselves as gender aware and approving. Such things as discrimination and sexual harassment might instead be left unmentioned. The interviews conducted for this study give the advantage of anonymity and therefore the answers might be more truthful. (Hirsjärvi et al. 2009, 206- 207)

### 3.3 Analysis

Analysis of the information is an important phase and it reveals what kind of answers to the research question have come up (Hirsjärvi et al. 2009, 221). The analysis phase starts when the data has been collected and processed. The amount of data is usually big in qualitative research and therefore not everything can be made use of. (Hirsjärvi et al. 2009, 223- 225.)

This applies also for this thesis. The amount of data is vast because the interviews discuss also other areas than gender. In addition, open-ended questions were used in the interviews and thus some answers are quite long.

The process of analysing the information received from the interviews begins by reading and looking into the transcribed texts. Thematical analysis is used to analyse the interviews. Similarities are examined and common themes are divided into categories. (Ojasalo, Moilanen & Ritalahti 2014, 110.) First, all information related to gender is highlighted from the interviews. Second, similarities are put into same category, i.e. all parts discussing on gender split. Third, after all the issues discussing gender have been recognised, they are named by an overall category.

After the common themes have been recognized they are put into different sections based on a roadmapping framework. A modified version of Meristö & Laitinen's (2013) roadmap framework is used for this thesis. Figure 2 presents an example of their roadmap. The roadmap framework consists of drivers, resources, needs and solutions which are presented from current situation to the vision in the future. (Meristö & Laitinen 2013.) The difference to framework of Meristö & Laitinen is that markets section is changed to culture and solutions part is divided between other five sections in the roadmap. The roadmap made for this thesis can be found in figure 3, in the results section. In this thesis, the overall vision would be that the gender issue would not have to be discussed, that it would have become a norm: Women and men equally participating in missions and the whole peacebuilding process could benefit of having different sexes in mission. The presence of women in missions would also show the local population that having women along is not a bad idea. This would be done without trying to change the culture of crisis area. The goal of the roadmap is to show the different parts of the process of accomplishing the vision. The roadmap is only a vision of process how things could go and be improved based on the information received from the interviews.

The study is performed as qualitative research and therefore inductive analysis is used instead of deductive. The point of inductive analysis is to move from specific observations to theories and generalizations. In this thesis the experts are first interviewed and after that the data is analysed in a way that the information can be used to create assessments of how the situation is. (Trochim 2006)



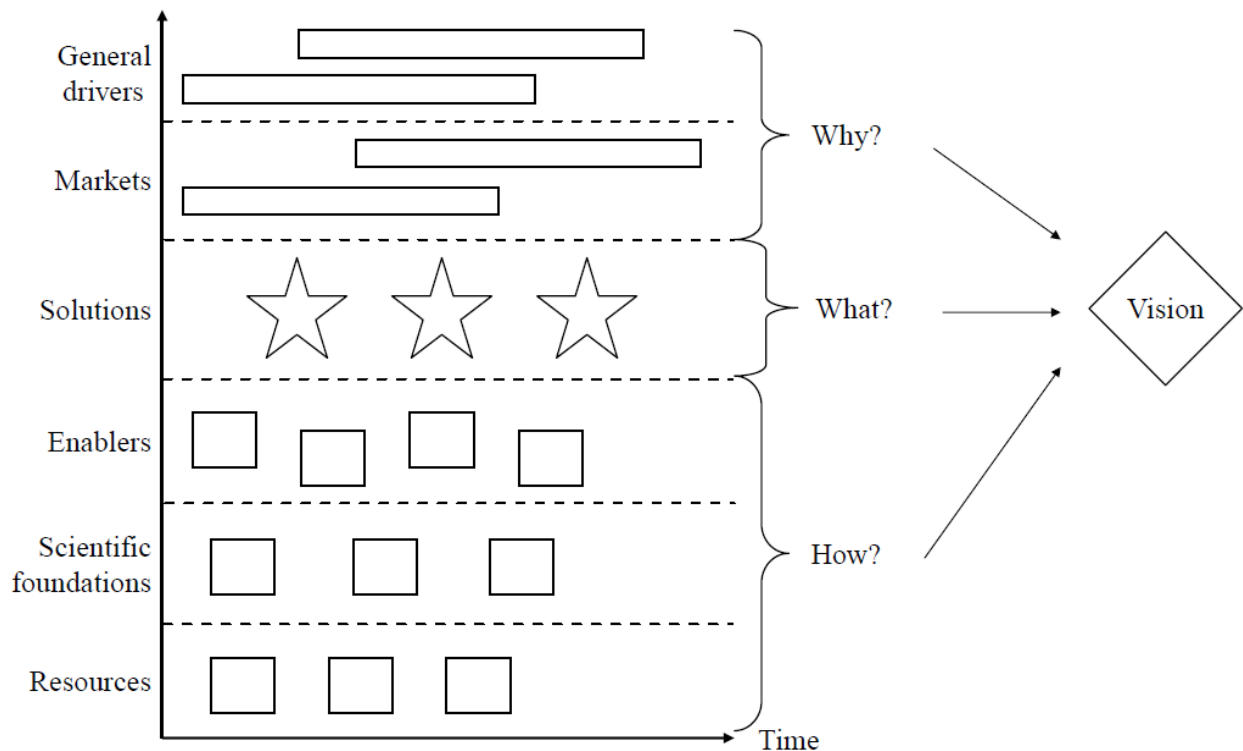


Figure 2 : Meristö & Laitinen 2013.

### 3.4 Analysis of reliability and ethical questions

The reliability and validity of researches varies and therefore they should be assessed in every case. Different methods can be used in this assessment. The research is reliable if it gives the same results even though the researcher changes or the research subject is researched in different occasions. To increase the reliability of this research, the results are compared to previous studies. Validity assessment shows if the research method measures exactly what it was supposed to measure. In this thesis it can be measured for example by looking whether the research questions are answered. The concepts reliability and validity have been invented in the circumstances of quantitative research and thus there are difficulties in using them for assessing reliability and validity of qualitative research. For example descriptions of people and situations are unique and therefore they can not be measured in terms of reliability and validity. (Hirsjärvi et al. 2009, 231- 232) In this thesis the experiences of experts are analysed and if some other people had been interviewed instead of them, the results would have been at least a bit different. Although some common themes can be found from the answers.

The descriptions of people, places and situations can not be measured but according to Jane-sick (2000, 393) they are one of the main things in qualitative research. The compatibility of these descriptions, explanations and interpretations shows the validity of the research.

Despite the difficulties the reliability and validity are assessed in this research. Reliability can be improved by describing in detail how the research has been done. The methods part of this thesis explains the process of collecting and analysing the data as accurately as possible, for example how and where the interviews are conducted. The questionnaires of the interviews are provided in the appendices in order to increase reliability. The anonymity of the people participating the interviews minorly decreases the reliability of the research since it limits the use of certain information such as the positions of the interviewees. Some of the information received from the interviews is restricted and can not thus be in the thesis. Excluding information is not good for the reliability of a research.

Many ethical questions have to be taken into consideration when doing a research. Every researcher and the whole scientific community is responsible for acting according to the ethical principles. This thesis follows the guideliness of the Finnish Advisory Board on Research Integrity. According to the guideliness, good ethical policy includes for example that the researcher is honest, precise and diligent in their research. The credit of previous studies should be given to their authors. To respect the previous researches and their authors, this thesis includes in-text reference always when some source is used and the list of references is provided at the end of this thesis. The nature of scientific information includes that the results are published as they are. (Hirsjärvi et al. 2009, 23, 24)

The first ethical problem encountered is the decision of the research topic. Should the topic be socially meaningful or easy to execute? These are examples of the questions that the researcher can encounter. Especially when making a thesis, these are important questions since one objective of the thesis is to learn the process, so not only the results are important. In this thesis the topic is current and relevant. Difficulties in executing the thesis come from the limitations of the information. As mentioned in the previous chapter some of the data is sensitive/private and it can not be presented in the thesis. (Hirsjärvi et al. 2009, 25)

To respect people's self-determination, the interviews are voluntary to participate. Before attending the interviews the interviewees receive an overall look on the project (GAP). It explains what it includes, why is it done and how the interview is conducted. Each interviewee writes an informed consent that they are willing to participate the interview and they know what it includes. (Hirsjärvi et al. 2009, 25.) If the interviewee feels that they want to quit the interview, they can do it any time. Even after the interview has been done, the person interviewed can still return the topic and say that they want to back off from the research. The

privacy of people is respected by creating pseudonyms, interviews are then anonymous and can not be traced to single person.

Dishonesty is not accepted in any phase of the research work. As mentioned previously the sources of the original texts are included as in text references and in the list of references at the end of the thesis. The results of the research should be presented as they are and certain amount of criticism should be used when discussing the results. (Hirsjärvi et al. 2009, 25, 26)

#### 4 Results

This section introduces the results gathered from ten interviews made by the research group of GAP. The results are divided into themes. The identified themes are put into categories in the roadmap which are: General drivers, culture, enablers, scientific foundations and resources. These categories answer to questions why, what and how. The results are presented in a linear line: current situation, near future (2020) and future (2030-2040). The near future and future parts describe how the future could look like. Emphasis is put on to present situation because it gives more valuable information to research questions. The results are also presented in a roadmap framework, which can be seen in figure 3.

The overall look on the results showed that women had more to say on gender issues than men. Women also had more personal experiences on how the gender made difference. Most of the male respondents only told what they had seen or heard from their female colleagues. An important remark on the results was that most of the interviewed people thought that Finland is doing relatively good job concerning gender issues in missions. Improvement needs were still mentioned in example, concerning the amount of women in peacekeeping missions.

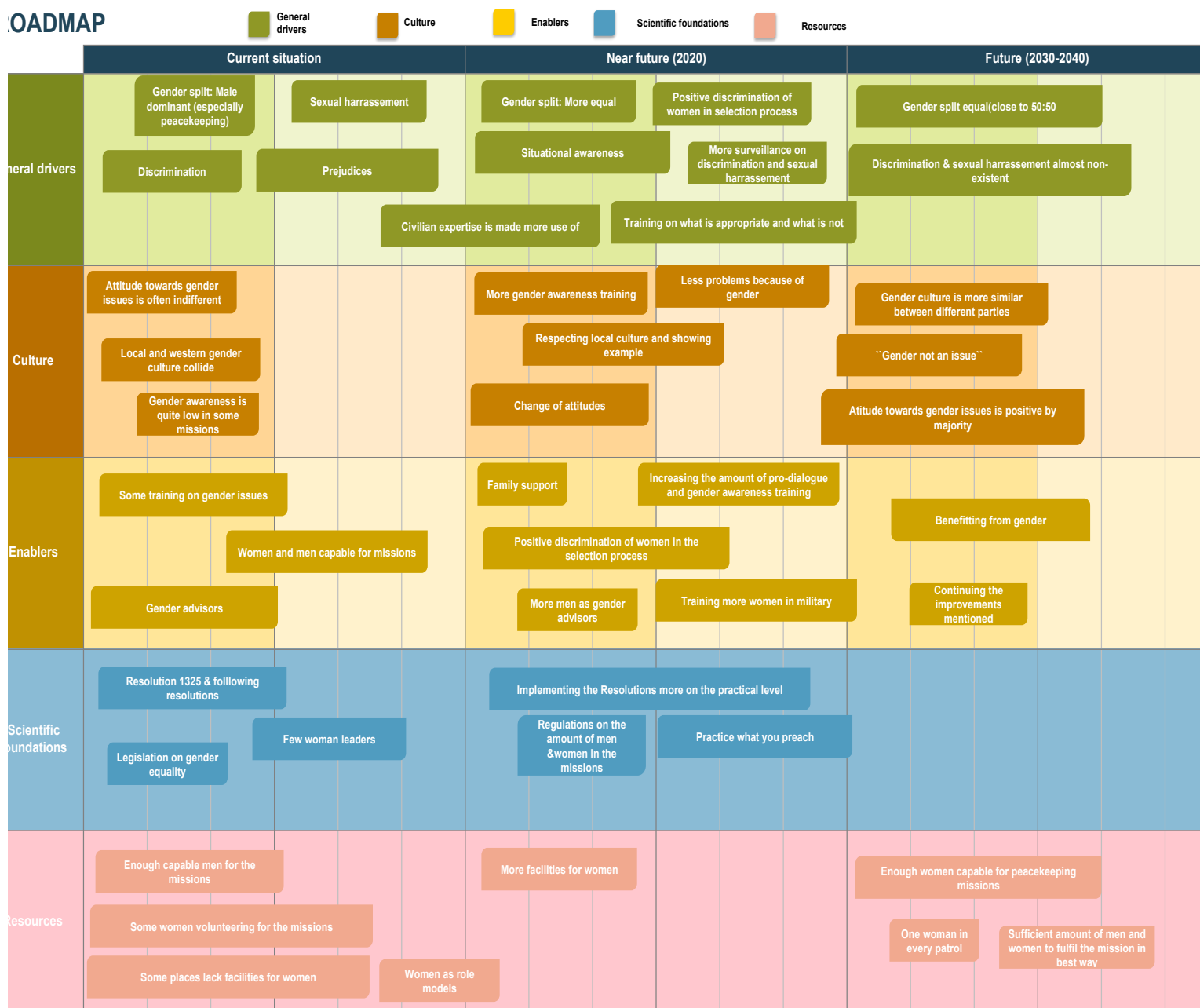


Figure 3: Roadmap

#### 4.1 Current situation

The first part of results is about how the people interviewed see current situation in missions concerning gender. The results of each category are presented separately. Current situation in missions changes all the time, because the missions are ongoing. Therefore some of the things mentioned may be already outdated when the thesis is published. In addition, some of the people interviewed had been on a mission few years back and thus things might have changed already from that. Critical reading is thus needed when reading the results.

#### 4.1.1 General drivers

General drivers are factors that should be improved or changed in the future. This part, together with culture part, give answers to question why. For example, why should attitude towards gender issues be changed. The themes that were recognized from the interviews in this category are: gender split, discrimination and sexual harassment.

Gender split refers to the amount of women and men in the missions. Currently there are more men than women in the missions. The amount of women is higher in civilian crisis management missions than in peacekeeping. The amount of women is approximately 40% in civilian crisis management missions, that are executed by Finland (Ministry of the Interior 2017). In peacekeeping missions the amount may be even zero in some cases (M4, interview 27.1.2017).

The opinions about gender split varied between the interviewees. Still none of the people interviewed thought that the mission should be deployed only by men or women. Some of the people interviewed thought that the split should be 50/50. For example F2 said that because men and women bring different kind of expertise and different kind of understanding of the conflict the split should be 50/50 (Interview 25.1.2017). She also mentioned that actually having equal gender split will take time. This can be seen also from the roadmap in Figure 3. One of the difficulties to recruit more women in peacekeeping missions is the lack of training of women (M4, interview 27.1.2017). For example in Finland, only a small percentage of women has completed military service. This limits the possibilities to recruit women.

Most of the people interviewed thought that the division doesn't have to be exactly 50/50 but both genders are needed in order to have a successful mission. M4 stated the necessity of sexes as follows: "It needs to be tool for the task. You need to be able to work, you need to be able to fulfill the task." (M4, interview 27.1.2017) In his opinion, gender made difference when some task was not possible to be performed by the other sex, for example security checks for women in some countries can only be done by another woman. Otherwise, the only thing that mattered is that the person is capable of fulfilling the task. A woman from peacekeeping mission shared a similar idea. In her opinion, gender should be taken into consideration already in the planning phase. People who are planning the missions should consider what kind of tasks/jobs needs to be done during the mission and adjust the amount of women and men according to that. For example if a patrol is going to meet women and children, there has to be women along. On the other hand, if the patrol is going to see a leader in some small village, there has to be men along, because the leader might not talk to a woman. (F5, interview 23.2.2017)

According to the people interviewed, gender split is not equal in the missions at the moment. The amount has become more equal recently but especially in the peacekeeping missions, more women are needed. Most of the interviewees thought that split should be closer to 50/50 in order to fulfil all the tasks.

Similar to improving equal gender split, improvements towards ending discrimination have been done. At the current state discrimination still exists in the missions and efforts to completely stop it are needed. Many of the women who were interviewed mentioned that they had experienced discrimination or heard from another woman of their experiences. Still, these women didn't think that the discrimination was overwhelming because it happened only occasionally. Male participants on the other hand did not feel that they had experienced discrimination because of their gender. The only discrimination case towards men was mentioned by a woman. F2 told about a situation where a male missionist would have wanted to become a gender advisor but thought he wouldn't have a chance because gender advisors are mainly women. (F2, interview 25.1.2017)

Related to different roles in the missions is leadership positions. Women are not presented well in leadership roles (M5, interview 3.2.2017). In addition, some men deployed in the military are having hard time taking orders from civilian women and thus some discrimination may occur. This issue occurs for example when some of the peacekeepers come from countries where they are not used to working with women. Especially young women are not taken seriously. On the other hand these young women could be seen as an asset because they won't create so big threat and therefore might get more information from the locals. (F2, interview 25.1.2017)

Women who had been on a peacekeeping mission felt like they are more under the radar than the others. Because of their gender, their actions are noticed more often. A larger amount of women peacekeepers would solve this problem since having both men and women would be normal. (F5, interview 23.2.2017) Three of the interviewees mentioned that the differences between women and men are not big and therefore there is not discrimination because of gender. Reasons that were mentioned for discrimination were different backgrounds, sexual orientation and age. Thus it can be said that discrimination exists in the missions and gender is only one reason for it.

Similar to discrimination experiences, only women told about experiencing sexual harassment during the missions. In this thesis, sexual harassment means sexual abuse, rough talk and mental harassment. Men only told what they had heard or seen happening to some women. For example M3 told about an incident where a woman had been raped and the men who were accused of this were sent back home (Interview 27.1.2017). Most of the people inter-

viewed knew some case where sexual harassment played a role. Three of the women interviewed mentioned rough talk as an issue in the mission. Also inappropriate behaviour was mentioned multiple times in the interviews of women. (F1, interview 1.3.2017 & F5, interview 23.2.2017)

Decreasing the amount of sexual harassment is one of the things that was put as a high priority to be improved in the missions. For example, M1 stated that the numbers of sexual harassment are quite high in some missions and this is an issue that should be tackled on (Interview 8.2.2017). A problem to tackling this issues came up also in the interviews. M5 emphasized the fact that the lack of resources and surveillance of sexual harassment leads to a state where the system will not get better (Interview 3.2.2017).

#### 4.1.2 Culture

"Culture is the characteristics and knowledge of a particular group of people, defined by everything from language, religion, cuisine, social habits, music and arts." (Zimmermann 19.2.2015). In this thesis, the focus is on the culture of the seconding country and crisis areas cultures. Attention is paid on issues that culture says about gender. Cultures are often very different from each other and therefore disputes arise. The question is whether it's better to respect the ways of the locals in gender issues or try to show how gender culture is in Western countries. Gender awareness and attitude towards gender issues are also discussed along with cultural issues.

The first remarks on gender culture in the interviews were that gender cultures are very different between Western countries and the crisis areas cultures. M4 (Interview 27.1.2017) describes that some countries are like hundreds of years behind of for example Finland and therefore the culture can not be the same. The understanding of roles of men and women is very different and it is difficult for them to understand how a women could be in a leading role. Differences were mentioned also by M5 who emphasized on how women officers are not treated well in some crisis areas. F4 told about a situation where she had encountered disrespectful behaviour from a local. One man had started spitting next to her feet which was one of the most disrespectful things to do in their culture. Still, in her opinion people were mainly really curious on women peacekeepers and Westerns in general. (F4, interview 13.2.2017)

Another remarkable theme mentioned in culture section was that people in missions shouldn't interfere or try to change the local culture too much. In M4's opinion, they should only interfere if something is totally violating against human rights (Interview 27.1.2017). On the other hand, women in missions give the possibility to show the locals that things can be

done differently. F5 (Interview 23.2.2017) and F2 (Interview 25.2.2017) mentioned the word compromise in gender culture section. In their opinion, the best way is to combine the local way of dealing with gender issues and the western way where women are in a bigger role. An example of this is a meeting where the local counterpart doesn't want women to attend there. The compromise is that the woman who is in a peacekeeping or civilian crisis management mission attends the meeting but she doesn't talk anything. (F5, interview 23.2.2017)

Related to culture, is attitude towards gender. Two of the main issues that came up when discussing this theme were: 1. People in missions are not enough interested in gender issues 2. Gender issues should be normalised. The first statement came up especially in women's interviews. Training on gender issues exist but according to F1 (Interview 1.3.2017) people are not interested in it and they think it is waste of time. F5 mentioned the same issue that gender issues are not felt so important. She added that some times even the people who train it are not interested in it. This aggravates the situation even more. (Interview 23.2.2017). F2 emphasized the fact that men usually think that gender issues are women's issue and thus don't want to work with it. She also stated that gender advisors are usually women, even though gender issues affect both sexes. (Interview 25.1.2017) Change of attitudes is needed because gender issues can affect to the success of the whole mission (F5, interview 23.2.2017)

The second phrase "Gender issues should be normalised" means that gender shouldn't be such a big issue. It would be normal to have both men and women in every place. Especially men emphasized the fact that gender issues shouldn't take time from other things. M4 told about a situation where there had been a woman in a meeting and therefore the local men were not able to focus on the topic at all. He said that it should be normal to have women and men present so gender would not be an issue. (M4, interview 27.1.2017) M3 agreed that there should be enough women and men so that the atmosphere would be more normal (Interview 27.1.2017) M4 and M3 were backed up by F3 who mentioned that people paid too much attention on her gender. She thought that they did not have that much time in mission to do other things because people wondered that she was a woman. (Interview 15.2.2017) In order to overcome gender issue S. Davies suggests that the focus shouldn't be on seeing woman as someone different but to acculturation into the team (The women in security profession 2017, 11).

In order to get gender issues normalised, they must be first emphasized. Many of the interviewees mentioned that the change of attitudes starts already from the planning and training phase of the missions. Planning and training of the missions is discussed more in part 4.1.3 Enablers. F1 mentioned gender training in crisis areas by locals. In her opinion, it was good to have practical examples on gender issues but the training also touched the whole culture.



(Interview 1.3.2017) This way the gender issues would come closer to reality and routines of the missions.

The results on gender awareness mainly touched the training of it and how the issue should be addressed. The interviews clearly stated that there should be gender awareness training for all, as part of cultural awareness training. At current state, as M1 mentioned, the amount of gender awareness training depends on your position. Sometimes there is no training on gender issues at all. (Interview 8.2.2017) Also M5 (Interview 3.2.2017) said that there might be training concerning gender issues in general or then the training might be on communication or something else. In contrast, women may receive a proper training on gender awareness. F4 told how she had had training on what she can do and she can not do as a woman in mission. She also mentioned that gender shouldn't be made too big issue even though gender awareness training should exist. (Interview 13.2.2017)

F2's approach on gender awareness was that it should be considered already in planning and recruitment phase. "Conflict is affecting men and women differently" (F2, interview 25.1.2017). Thus, when planning the influence and impact of the mission, it must be acknowledged that one answer doesn't fit all and gender issues must be considered. In recruitment phase it should be ensured that both genders are seconded enough. (F2, interview 25.1.2017)

Another issue that should be considered already in the planning phase is that everything should be well organized for both genders. M1 (Interview 8.2.2017) stated that things are quite well in Finnish national contingent excluding few areas with harsh conditions. Still, he mentioned that sexual exploitation and abuse are quite high in some areas. Problems may arise also between people in mission when some have not received any training on gender awareness. F1 concurred to what M1 had said on arranging everything well for both genders. She mentioned that gender awareness affects on the number of women on the missions. If the environment is too masculine or the conditions are not good, the number of women drops. (F1, interview 1.3.2017)

At present gender awareness training exists more or less. Gender issues may cause problems because people have different opinions on what is wrong and what is right. Some missions have formal equality policies in order to improve gender awareness, but for example F4 mentioned that the equality plan did not work in her mission. The only thing that was supervised, was that people didn't have sex. (F4, interview 13.2.2017)

#### 4.1.3 Enablers

Enablers are a part in a roadmap answering to question how. For example how pre-deployment training could be beneficial in increasing gender awareness. Following themes were recognized from the interviews in this category: training&planning and positive discrimination. Enablers are factors that have made the current state possible and could make future better.

A lot of emphasis in the interviews was put on to pre-deployment training. Most thought that gender training is good in Finland, but there could be more of it. F5 (Interview 23.2.2017) mentioned that there is usually one or two hours lecture on gender. In her opinion, the amount should be increased a lot. As mentioned earlier in part 4.1.2 Culture women usually receive training on gender awareness so they will know how to act in the country.

The second thing that came up often was also related to pre-mission phase. Especially women mentioned that gender should be taken into consideration already in the planning phase. F2 (Interview 25.1.2017) and F1 (Interview 1.3.2017) commented that the process should start from Brussels. Brussels should consider more what is needed in the crisis area and require seconding countries to recruit people based on that. F5 also stated that gender issues should be looked at already in the planning phase. The whole situation should be looked at and how the whole population is affected by the mission. (Interview 23.2.2017)

A third issue concerning this theme was related to training of women in military. Especially people who had been in a peacekeeping mission addressed that more women should be trained in military. M1 (Interview 8.2.2017) and F5 (Interview 23.2.2017) emphasized that there aren't enough female soldiers to fulfil the tasks. A practical example on lack of women is checkpoints in missions. There should be always one woman in every checkpoint in order to be able to check also women. According to F5 there is only few cases when this is possible at current state (Interview 23.2.2017). Men are needed at checkpoints aswell but there is no lack of them in military and thus training of more women was emphasized. F1 stated that on civilian crisis management missions quite equal amount of men and women are trained and seconded but military side is more predominantly male (Interview 1.3.2017).

In addition to training and planning of the missions, positive discrimination can be seen as an enabler for more gender aware and successful mission. Issues that came up concerning positive discrimination were recruitment process, family support and gender advisors.

Positive discrimination of women in selection process of the missions was seen as one factor that would increase the amount of women in missions and thus improve gender equality and efficiency of the missions. F1 told that in her opinion, there would be enough women, but proactive recruitment policies are needed to get them in missions (Interview 1.3.2017.) Also

F5 mentioned that the Finnish Defence Forces are not using females as much as they could. She compared the amount of Finnish female soldiers to Swedish female soldiers. Sweden has a smaller army but still they have more females seconded in the missions. (F5, interview 13.2.2017.) M5 (Interview 3.2.2017) added family support to positive discrimination of women in selection process. He thought that society should provide more help for women with children to get in missions.

Another selection process, according to F2 (Interview 25.1.2017) where positive discrimination is needed is choosing gender advisors. In her opinion, more men should be as gender advisors because now most of them are women and men think they don't have the possibility for it. Gender advisors are pushing issues to get better and the affect is on whole society and thus both men and women should be part of it (M5, interview 3.2.2017. & F1, interview 1.3.2017). Positional bias of gender is mentioned also by S. Davies: "Studies continually show that having diversity in the workplace, particularly with gender, in all job categories creates higher productivity, a more intact and productive team, and sustained success. " (Women in the security profession 2017, 8).

A different way to approach enabling better success of the mission was mentioned by F2 (Interview 25.1.2017). She highlighted the importance of pro-dialogue in missions. She told an example of local womens organizations who were trying to promote dialogue between different parties. In her opinion, it is important to support these efforts. She mentioned how women can pass the idea to children and even to their husbands. Improving dialogue between different parties is beneficial for locals and for the success of the mission.

#### 4.1.4 Scientific foundations

This part is a scientific base on how the current state is and how could scientific foundations advance the situation of the future. Resolution 1325 is presented briefly and how it is applied currently in missions. Legislation on gender equality is also shortly presented.

As mentioned in part 2.1 Gender, UN's resolution 1325 Women, Peace and Security addresses the importance of women's equal participation in peacekeeping and peacebuilding processes. F2 (Interview 25.1.2017) mentioned that the importance of Resolution 1325 is emphasized in every mission and EU has lots of documents on the role of women. She criticized EU's actions on how they are teaching others to have women in higher positions, but EU's missions don't either have many women in high positions. She recalled two women who had been recently selected for a higher position in EU's missions (both from Finland) but before that she said there were no women in high positions.

F2's opinion is shared by Mäki-Rahkola who writes on how EU should practice what they preach. She mentions how EU among other advocates has been struggling to fulfil their own recommendations, especially concerning women in high-level positions like F2 mentioned (The Women, Peace and Security Agenda in 2014. 2014. ) Both Mäki-Rahkola and F2 address the credibility problem in conflict areas. For example, the following quote from F2's interview (25.1.2017) describes the situation addressed by the locals in Georgia: "Your head of mission is a male, your deputy head of mission is a male and all the chiefs are male. How come you don't have any females?"

A third facet to address the same issue was M5 who mentioned the lack of women in high military positions (Interview 3.2.2017). Since three different sources address the same issue on how missions are lacking women in high-level positions deemed as such, under the principle of triangulation. It means combining different methods, researchers, databases or theories in a research. (Kvalimotv 2017) In this case, theory and the results from interview are combined to improve the validity of the work.

In addition, Mäki Rahkola addresses that it is not merely the number of women that makes difference in crisis areas. This came up also, for example in M4's interview, where he emphasized that gender split doesn't have to be 50/50 but both genders are needed in certain tasks to fulfil the mission (Interview 27.1.2017). M2 (Interview 15.2.2017) mentioned that missions need certain assets and it doesn't matter which sex can provide it. He thought that it requires case by case selecting which is the best opinion and that gender could be used as a tool. M4's and M2's ideas are close to Mäki-Rahkola's writing where she mentions that Resolution 1325 on Women, Peace and Security should be shifting more to Gender, Peace and Security (The Women, Peace and Security Agenda in 2014. 2014). Porter & Mundkur (2012, 33) write that Resolution 1325 and its followers are not only concerned with women's issues but are about inclusive peace and security.

A practical example on how Resolution 1325 can be implemented in root grass level was mentioned by F1. She told about a case where yearly reports on gender mainstreaming were shared with local society. Sharing the reports with locals was a way of showing that gender issues can be worked with. (Interview 1.3.2017)

Another scientific base on gender issues is human rights. For example Article 1. emphasizes equal rights of all humans (United Nations 2017). The fulfillment of human rights should be observed in missions. In part 4.1.2 Culture M4 mentions that they should only interfere with local culture if something is violating human rights. "As opposed as they may seem security and human rights should always go hand in hand in the mind of a security practitioner." (Davies

2017, 125.) Davies mentions how the application of human rights has become a reality for corporate actions as well.

Legislation on gender equality should be applied in missions. Examples of legislation including gender issues are: The Act on Equality between Women and Men, Non-discrimination Act, Employment Contracts Act and the Constitution. All above mentioned laws should apply in Finland as well as in the missions. (Ministry of Social Affairs and Health 2017) Still, not only in missions but also in regular lives, it is criticized that women and men don't have equal rights for example in working life. F4 (Interview 13.2.2017) and M5 (Interview 3.2.2017) mentioned that it is more difficult for a woman to get in some peacekeeping mission than it is for man.

#### 4.1.5 Resources

In this study resources are understood as assets that currently exist in the missions and the one's that are needed. They enable more gender aware missions and better success for the whole mission. Resources consist of different roles/expertise of men and women and facilities.

Men and women bring different expertise and experience in the missions. Neither of these resources should be therefore left out. "Different information can be gathered because people talk differently whether the counterparty is a man or a woman." (F2, interview 25.1.2017) This statement was agreed by M1 who mentioned that if you forget women, you lose 50% of information. He said that local women have a lot of information and they are willing to pass it on. Sharing of information is beneficial for both locals and missions. (M1, interview 27.1.2017)

As mentioned in previous paragraph people talk differently whether the counterpart is a male or a female. Another factor affecting to receiving the information is that in some countries it is still impossible for a male to approach a female (M1, interview 27.1.2017). The benefit of female being able to talk to local women was mentioned by eight out of ten interviews. F5 (Interview 23.2.2017) and M5 (Interview 3.2.2017) thought that also men can talk to women in some cases but the results are clearly better if there is a female counterpart. A counterargument was presented by F1, who said that people should not be afraid of cultural differences, like the fact that men can't talk to women. It is not always the case that men can't talk to local women and she thought that information was lost because people were afraid to ask about the incorrectnesses. (Interview 1.3.2017)

The need of women was emphasized more in the interviews because currently there are enough men in the missions. Yet, it was acknowledged that neither a mission with only males nor females would work. For example, M4 (Interview 27.1.2017) told about a Swedish experiment, where they had all female patrol. It didn't work out well because in order to talk to

females they usually had to talk to men first and local men didn't speak to females. He and F5 (Interview 23.2.2017) emphasized that both genders are needed to get things done efficiently. The need for both genders was also mentioned by M3 (Interview 27.1.2017) and M5 (Interview 3.2.2017). M3 talked how the atmosphere is more normal if both genders are present while M5 emphasized the different tasks for men and women.

One of the tasks for women is to act as a rolemodel for locals. F2 (Interview 25.1.2017) mentioned how many local women are used to be only wives and daughters so it is encouraging for them to see women in example as police officers. She also told about few local women police officers who were interested in women's issues. For them it was important to see and talk to women in the mission. F4 (Interview 13.2.2017) mentioned how women can act as a rolemodels and also to do PR while they are in the mission.

Another task mentioned that can be only performed by women, was security checks on female population. F5 (Interview 23.2.2017) told how there is a lack of women in peacekeeping missions. She told as an example how there should be at least one female in every check point, but currently only few patrols are able to have female along. Thus because of the lack of resources, security checks are not always done to local women. M4 (Interview 27.1.2017) backed up the idea of more women needed in security points. He emphasized not only increasing the amount of women but having enough both genders to accomplish the missions. In addition to security points, women are needed to access different places where men can't go. F4 (Interview 13.2.2017) mentioned how she was able to access women's gardens, clinics and Afghan weddings in mission. Also M4 (Interview 27.1.2017) told how his female colleagues were able to visit female prisons and local teachers. These were important situations because thus interaction with local women and their families was possible (F4, interview 13.2.2017). F5 added projects that they had done to help women get work and improve the quality of life (Interview 23.2.2017).

In addition to different roles and expertise that men and women have, it must be considered whether the physical conditions are good enough for both genders. Surprisingly, men had more to say on this topic. M5 (Interview 3.2.2017) told that in certain places there are no facilities for women. They don't have rooms, showers or laundry possibilities. He said that the facilities are not done unless women apply there, and women won't apply there because there are no facilities. Another opinion concerning facilities in missions was mentioned by M3. In the mission he had been, women had their own showers and places to stay (Interview 27.1.2017).

## 4.2 Near future (2020)

The second part of results presents how the situation in missions could be in the near future. The issues in this part have been mentioned by the people interviewed on their opinion how future should look like. Future can never be fully predicted, but this study tries to give a possible vision of it, based on the experiences of people who have been in the missions. The focus of this thesis is more on current situation and future parts describe how things could be improved based on the experiences of people who have been in missions.

### 4.2.1 General drivers

As mentioned in part 4.1.1 general drivers in current situation, gender split is not equal in missions. Women are less presented particularly in peacekeeping missions. In the near future, the numbers can be already more equal. One way of advancing more equal gender split is positive discrimination in selection process. Capable women for the missions exist and they must be given an opportunity to succeed. (F1, interview 1.3.2017) In contrast, M5 said that it is not realistic to try to get equal or even close to equal amount of men and women (Interview 3.2.2017). He thought that the aim should be to get as many women as possible.

In the near future, civilian crisis management missions most likely have quite equal gender split. F2 (Interview 1.3.2017) mentioned how Finland along with Sweden and German are good examples of having equal number of women and men in civilian crisis management missions. She emphasized on the importance of good communication skills in missions. Both genders are capable of it and since many women work on civilian side( i.e. human rights) they should be benefitted more. F3 (Interview 15.2.2017) agreed to this idea that civilian expertise can be sometimes more useful in missions than being a tough soldier.

The gender split in peacekeeping will not most likely change much in the near future because there is need to train more women and it takes time. M4: "It's a bit tricky to recruit hundred female military officers from Finland, for example. It might take some years to train them first." (Interview 27.1.2017) Still, as mentioned in part 4.1.1 General drivers, the split doesn't have to be exactly 50/50 but closer to it, to be able to fulfil the mission in best way.

A larger amount of women in missions, could also decrease the amount of discrimination in missions. Women wouldn't be so much under the radar and it would be normal to have both genders in all tasks. (F5, interview 23.2.2017) In the near future, more effort on detecting discrimination and also sexual harassment should be addressed. More talk on what is appropriate and what is not should exist. F1 told about a mission where already existed discus-

sion on what is acceptable and what is not. It worked and helped to prevent unwanted situations related to gender (Interview 1.3.2017).

#### 4.2.2 Culture

Culture between crisis areas and seconding countries will stay different in the near future. As mentioned in culture part 4.1.2 in current situation, the local culture should not be even tried to change. Still, in the near future more women should be in crisis areas showing to locals that things can be done differently. This way gender issues could be advanced without forcing anyone. Affecting to attitudes and mindsets might be even more efficient since the change comes from the own will of locals instead of an outside force. Another technique that should be benefitted more in near future is compromise. F5 (Interview 23.2.2017) and F2 (Interview 25.2.2017) already mentioned how they thought it worked well in their missions and it should be made more advantage of in future.

In the near future, more emphasis should be put on how gender affects the whole mission. It should be addressed that it is not only a womens issue. The people who are training gender issues should be interested in it (F5, interview 23.2.2017). Change of attitudes takes time and not everything can be done in near future. Gender advisors have already made progress in changing the attitudes of people but more work is needed.

Gender issues should be more normal in the near future, as long as more women attend the missions. Thus gender could be also seen as an asset rather than a disadvantage. Less problems because of gender should occur since it is normal to have both genders and gender training is done.

Gender awareness is increased in the near future by giving everyone gender awareness training and taking gender into account already in planning phase. The decision makers consider how the mission is affecting locals and how much both genders are needed (F2, interview 25.1.2017). Things should be also better organized for both genders, for example own showers for women and men (M1, interview 8.2.2017). The environment shouldn't be too masculine or feminine (F1, interview 1.3.2017).

#### 4.2.3 Enablers

Training and planning were seen as one of the most important enablers in the interviews. For example F5 emphasized increasing the amount of gender training (Interview 23.2.2017). Finland is doing quite well already, but gender awareness training could be included more for



example during the mission. This can be done already in the near future. Another training issue concerned women in military. In the near future, the training of more women can be increased, but the amount of women in peacekeeping missions won't most likely rise as quickly.

Not only training of women in military leads to more equal gender split. Positive discrimination of women in selection process is needed (F1, interview 1.3.2017). On the other hand, positive discrimination of men is needed in selection process of gender advisors. Male gender advisors would show that gender is not an issue only for women (F2, interview 25.1.2017).

The success of mission or any industry is related to thinking ahead. "To prepare for success in any industry, women (and men) need to think like a queen, on the chessboard." (Davies, S 2017, 254.) Thus planning phase of the missions is crucial. In the near future, gender should be taken into account more already in planning phase. The needs of crisis area must be taken into consideration while planning how many men and women are needed there. Thus, requirements on the amount of men and women should be set to seconding countries. (F1, interview 1.3.2017 & F5, interview 23.2.2017.) Not merely having both men and women in missions enhances the success of the mission. Different skills and abilities of both sexes should be learned to use in the missions. This is a long process, which has already started i.e. by the help of gender advisors and will continue long in future.

#### 4.2.4 Scientific foundations

This part focuses mainly on the improvements that were mentioned in part 4.1.4 Scientific foundations. The reason for this is, that the people interviewed did not mention any new regulations that were to be implemented and thus they are not speculated in this study.

Resolution 1325 was criticized by F2 (Interview 25.1.2017), who mentioned that EU is not having many women in leadership positions. Since the resolution already exists and it has multiple related resolutions, there is a need to implement them in more practical level instead of creating new ones. Porter and Mundkur (2012, 39) write that there is ignorance of the Resolutions and lack of implementation or evaluation in many places. On the other hand, they also address that significant progress has happened and the Resolutions have made difference in women's lives.

Increasing the amount of women in leadership positions could be possible already in the near future, for example by taking advantage of positive discrimination in selection process. According to F2 (Interview 25.1.2017) another factor to improve equal gender split is that Brus-

sels sets regulations on the amount of men and women in missions. Seconding countries should be eager to put this regulation into practice. Porter and Mundkur address that lack of resources is one reason for the bad evaluation and implementation of Resolutions (2012, 44). Some progress can be done already in the near future, but the process will take time.

#### 4.2.5 Resources

Improvements on resources in the near future are discussed in this section. In 4.1.5 Resources, it was mentioned that people talk differently whether the counterpart is a man or a woman. Thus in near future, in order to prevent loss of information, enough women and men are present in missions to get valuable information from locals.

As the amount of women increases in the missions, more women can act as a rolemodel to locals. Another point where more women are needed is security checks. Most likely not every patrol is able to have women along in near future. The amount should be still higher and thus security checks are performed more effectively on both genders (M4, interview 27.1.2017).

M5 (Interview 3.2.2017) addressed facilities as one part to be improved. He mentioned that in some places there are no own facilities for women. In the near future, the situation is unlikely to change since building up new facilities will take time.

#### 4.3 Future (2030-2040)

The last part of results is about situation in the future. This part of the results is shorter than others, because the people interviewed talked more about current situation and the near future. In addition, the situation in the distant future is difficult to predict. The situation in mission can change rapidly to one direction or another. Therefore this part merely describes how people interviewed thought that preferably future could look like. Scientific foundations are left out from this part because, the future of the foundations was not discussed in the interviews.

The gender split in the future would be close to 50/50. As mentioned previously, the split in civilian crisis management missions is already now on a good level, while in peacekeeping missions there is a lack of women. The amount of men and women in peacekeeping mission would be for example 60/40, so there would be enough of both genders to perform the tasks. More equal gender split enables that all the tasks can be performed. For example, in future, there could be at least one woman in every patrol (M4, interview 27.1.2017). In future the amount of women can be increased, if training of them has started earlier.

Discrimination is a part of regular life and thus it is unlikely to disappear completely from the missions either. " We see gender discrimination creep into the workforce as well as society at different times" (Davies, S 2017, 6) Improvements have been done both, in every day lives and missions. In future discrimination could be even lower if it is monitored and detected effectively. Discrimination as well as sexual harassment are negative incidents that can not be fully monitored. Some of the incidents are never told forward and thus they can't be reacted. F5 (Interview 23.2.2017) and F1 (Interview 1.3.2017) mentioned that rough talk (dirty strong language) can be already too much for some women.

As mentioned in part 4.2.2 Culture (near future) cultures will stay different. Possibly in future, gender cultures have changed into more similar i.e. through showing example on women in leadership positions. Gender issues should be seen as an issue for all. A good example how gender issues are considered, was told by M5 (Interview 3.2.2017) who mentioned that gender issues were always looked in the meetings. He mentioned that it takes years to for example see same respect towards females. If things go well, the attitude towards females could be a lot better in future.

M2 (Interview 15.2.2017) thought that gender could be used as a tool. In order to get to the main objective, it requires case by case selecting which is the best opinion. Thus gender is not seen as an issue, but a way to benefit the mission. Both genders possess different skills and experiences that can be used to enhance the success of the mission.

Other enablers to improve the efficiency of the missions in future include continuing the improvements that were mentioned in 4.2.3 Enablers (near future): More gender awareness training, positive discrimination, training more women in military and considering gender already in planning phase.

## 5 Conclusions

The purpose of this thesis was to research the role of gender in civilian crisis management and peacekeeping. The thesis was executed as part of Gap-project. It was based on two main research questions which were: 1. How gender matters in crisis management? 2. How the different experiences of women and men could be beneficial in improving the efficiency of the whole mission?

After analysing the data received from the interviews made by the research group of Gap, it was decided to change the second research question, in order to give more valuable and specific

fic answers. Before the changes the research question was: How the different roles of men and women could be beneficial in improving the efficiency of the whole mission? While writing down conclusions, it was decided to modify also the first research question. Originally, it was: What role does gender play in civilian crisis management and peacekeeping. The new research question one is more precise: How gender matters in crisis management.

In the beginning of the research, future part of the study was supposed to be highlighted but the focus was changed to more present. The reason for this was the nature of the data and the fact that future is difficult to predict, without a wide background research, which was not possible for this study. In addition, the situation in missions can change rapidly which complicates foretelling the future of it even more.

Based on the results of this study, gender is one factor that can improve the efficiency of the whole mission. Both genders are needed because men and women have different expertise and skills. More information is available when both genders are present. In addition, tasks can be performed faster/easier when there is a right person to do it. For example, in some countries local women talk to men, but the process is much faster if the counterparty is female. Most of the people interviewed thought that gender should not be an issue but a way to benefit the mission. On the other hand, gender is not the only issue that matters in the mission and in some cases it is irrelevant whether the person is a male or female.

The results of the study were close to expectations. People interviewed often shared similar ideas for example on the importance of pre- deployment training and that both genders are needed to have a successful mission. Opinions varied on question of what should be the gender split in missions. Some thought it is enough that there is sufficient amount of both genders to perform the tasks while others thought it should be more strictly close to 50/50.

Overall women had more to say on gender issues than men. This results probably from fact that women have had more personal experiences on gender affecting their lives in missions. As mentioned in the interviews, some males think that gender is only an issue for women.

## 6 Work evaluation & Recommendations

For myself, this thesis has had positive and significant impact on my personal professional growth. This thesis has given me a chance to be a part of an international project and conduct a research of my own on the topic. During the process I have learned a lot new on research methods and a completely new analysing technic: Roadmap framework. I believe this method will be beneficial for me in the future, for example when working in business world. In my opinion, possibly the best lesson was to learn thoroughly the process of research and what it requires.

If I were to conduct the same study again, I would consider having a quantitative method along. It would give statistical base on different opinions that were discovered from the interviews. In order to conduct a quantitative research another method for collecting information could be more suitable (for example a survey). Quantitative method was excluded from this study because of limited time and resources. In addition, in order to answer the research questions, qualitative method was more suitable.

Difficulties in conducting the study consisted of three main themes. First of all, the data for the study came from analysing the results of interviews made by the research group of project GAP. The interview questions were made by project GAP, and thus they were not individualised for this study. For this reason, some of the answers gave a lot of information that did not concern the topic of this thesis and had to be excluded. On the other hand, some information was rather difficult to find or non-existent in some interviews. Answers to future part of the study were especially difficult to find since the questionnaire was mainly based on current situation.

Another struggle occurred with the variety of people interviewed and missions they had been on. People interviewed included men and women who had been on a peacekeeping mission and/or civilian crisis management mission. There was no certain place or time these people had been on mission and thus the answers varied based on the time and place they had been on.

A third problem concerned the sensitivity of the information. Some of the information received in the interviews was restricted and thus could not be used for this thesis. Because of the sensitivity of the topic, the names of people interviewed are referred as pseudonyms which might decrease the reliability of the study. Despite these difficulties, the thesis was finished and I was able to overcome the problems.

Recommendations on further studies in the field could include a study on how to exactly implement Resolution 1325 and its followers in practice. While doing my research, I got interested in the role of local women in peacebuilding process. This theme was outside my research topic but could be a possible area of study to continue on.

Instead of focusing on merely women and men aspect, a study on differences inside groups of men and women could be conducted. In couple of interviews it was mentioned how the differences between men and women are smaller than for example between different age groups. Another differentiating factor is whether the person is on peacekeeping mission or

civilian crisis management mission. The co-operation of these two groups is another area to research on.

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## Appendix 1: Interview questionnaire

## Methodology Package



### The Interview Guide

Make sure you cover every **topic** in the left hand box (but not necessarily every question) in the interview.

Shape of interview: Expectations – what happened – reflection.

#### Questionnaire for Military Personnel (all verbal, all recorded on iphone for pilot interviews)

Age?		
Gender?		
Organization name?		
Your position in the organization?		
How long have you been in the organization?		
How many and which deployments have you been on? [interviewer jot down]		
How long did each deployment last and when was it?		
Was it voluntary to go?		
Why did you go?		
What was your specific position/responsibility in each deployment?		
Topic	Questions	Check box
Preparation  [see what they identify or not as soft skills]	<p><b>You were told to 'cooperate' but were you told how to do this? What kind of training did you get?</b></p> <p><b>What did you expect?</b></p> <p>What happened in the field?</p> <p>What are the lessons to be drawn from your experience?</p> <p>What kind of training would you advise the mil to provide for anyone going on deployment?</p>	

<p><b>Gender</b>  <b>Is gender an issue in your organization?</b>  <b>Was it an issue on the mission?</b></p>	<p>Have you worked with men/women only or in a mixed environment?  How is it different in each case?</p> <p><b>Can you think of a situation where your gender made a difference? (for good or ill)</b>  Probe on this – any other examples??</p> <p>Pros and cons to single sex/mixed set up on deployment?</p>	
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	<p>I assume your organization has formal equality policy...how did that play out in the field?</p> <p>Most people working on peacekeeping missions are male – how does this affect the atmosphere of the mission? Is it masculine or 'macho'?? What was your experience?</p> <p><b>Has there been problems with different norms around sexuality with the local population?</b></p> <p>Have you witnessed incidents on deployment where anyone was disrespectful of females?</p> <p>Could can things be improved?</p>	
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### Questionnaire for NGO and Civilian Personnel

Age?		
Gender?		
Organization name?		
Your position in the organization?		
How long have you been in the organization?		
How many and which deployments have you been on? [interviewer jot down]		
How long did each deployment last and when was it?		
Was it voluntary to go?		
Why did you go?		
What was your specific position/responsibility in each deployment?		
<b>TOPIC</b>	Questions	Check box

<b>Gender</b>	<p><b>Is gender an issue in your organization?</b> <b>Was it an issue on the mission?</b></p> <p><b>Can you think of a situation where your gender made a difference? (for good or ill)</b></p> <p>If bad, what did or could you do about it??</p> <p>Have you worked with men/women only or in a mixed environment? How is it different in each case?</p> <p>Pros and cons to single sex/mixed set up on deployment?</p>	
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	<p>I assume your organization has formal equality policy...how did that play out in the field?</p> <p>Most people working on peacekeeping missions are male – how does this affect the atmosphere of the mission? Is it masculine or ‘macho’?? What was your experience?</p> <p>Have you witnessed incidents on deployment where anyone was disrespectful of females?</p> <p><b>How could things be improved?</b></p>	
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